



# US Navy Talent Pipeline Program

*"It's NOT a moment, It's a Movement"*

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Program Leader  
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757-218-8444

Enterprise+ Flag  
Kick Off and Team Building Meeting  
Crystal City, VA

14 November 2024



<https://dibtalentpipeline.com/>





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# Welcome & Pledge of Allegiance

**Bruce Warner**  
Enterprise+ Flag Leader



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# **Introduction of the Head Table and TPP Team**



# Meeting Objectives



- 1. Program Overview and Update**
- 2. Employer Partners share**
  - a. Why TPP?**
  - b. Demand Forecast**
  - c. Pipelines Activated & Tools Implemented**
  - d. Support from TPP Requested**
- 3. Flag Sponsors Guidance**
- 4. Next Steps: Mid-Year Team Meeting & Road to Signing Day**
- 5. Network and Team Build**





# “Winning Matters”

# No Fair Fights

## Task Force 2-4 Cavalry Tactical Operations Center Team

Feb 21, 1991 - Northern Saudi Arabia





## Scope



**“The US Navy Talent Pipeline Program is a rising tide that floats all submarines, ships, and carriers. The program has gains and benefits to the broader Defense Industrial Base and its Suppliers through creating a healthier manufacturing ecosystem. It is a Big Swing at THE Big Industrial Base Challenge.”**

Whitney Jones

Deputy Program Manager Maritime Industrial Base

25 OCT 2024







## Mission



**The US Navy Talent Pipeline Program TEAM will energize and engage the American manufacturing economy by creating and sustaining a defense and maritime industrial base focused talent pipelines enabling EMPLOYERS to re-capitalize their workforce through recruiting, hiring, on-boarding, and retaining workforce for 1-year as productive and engaged new employees.**



# Core Outcome Metric

**# of EMPLOYERS with reliable year over year Talent Acquisition and Retention Pipelines**

**to RUN A BETTER BUSINESS**

**and increase defense industrial capacity.**



## Talent Pipeline Program Flag Transition, Sustainment, and Expansion Strategy Planning



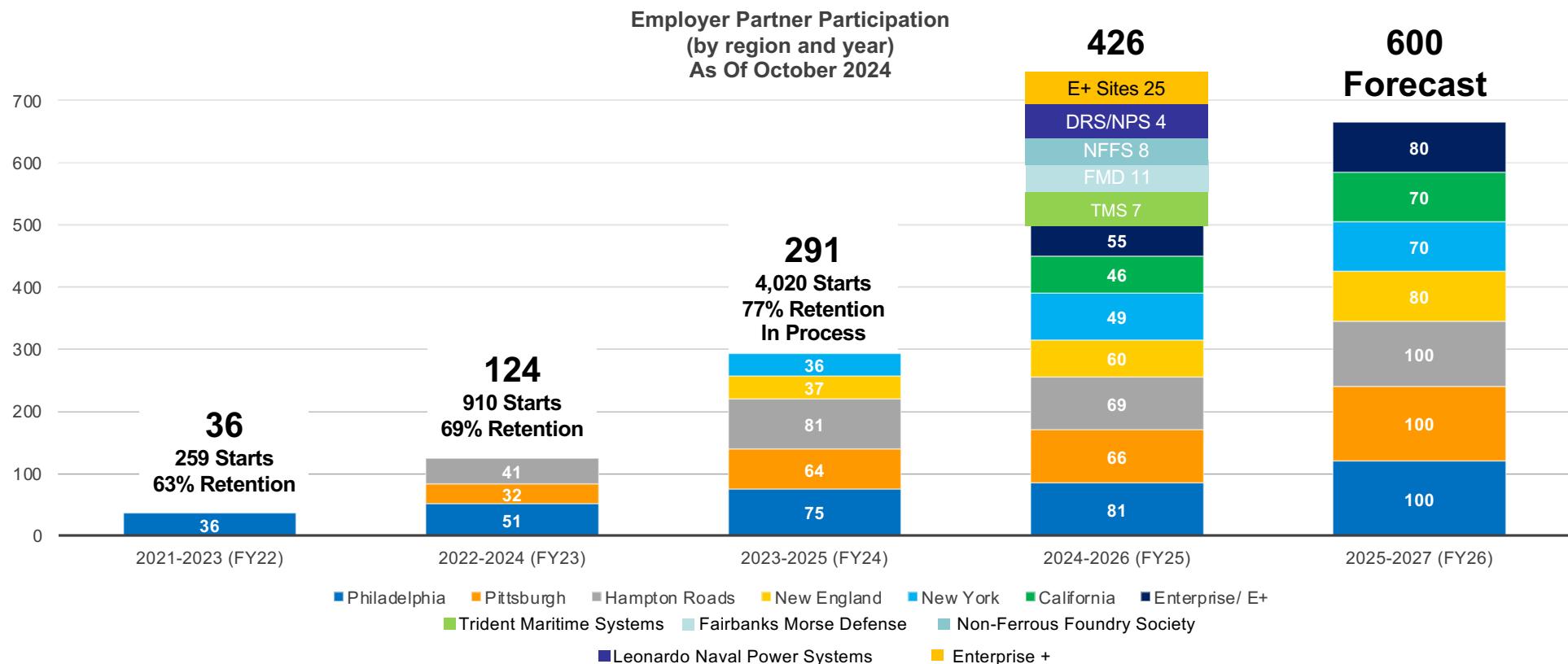
**MISSION:** Plan and Execute a Talent Pipeline Program National Roll Out Strategy to support the US Navy Fleet Re-capitalization Program.

### PLANNING ASSUMPTIONS:

1. Navy Demand for Defense Industrial Base (DIB) Capacity will continue through 2040.
2. American economy full employment condition is a constant for the foreseeable future.
3. ~80% of the DIB (~17,000) are Small to Medium Sized Business's (< 1,000 Employees at a Single Site)
4. Talent Acquisition and Retention is the sole responsibility of the DIB Employers
5. The Talent Pipeline model is PROVEN and model integrity will be retained during the national roll out.
6. Supplier Development Funding will support the Talent Pipeline Program over the Program Transition, Sustainment, and Expansion Life Cycle.



# Year/Year Growth Plan as of 11/13/24





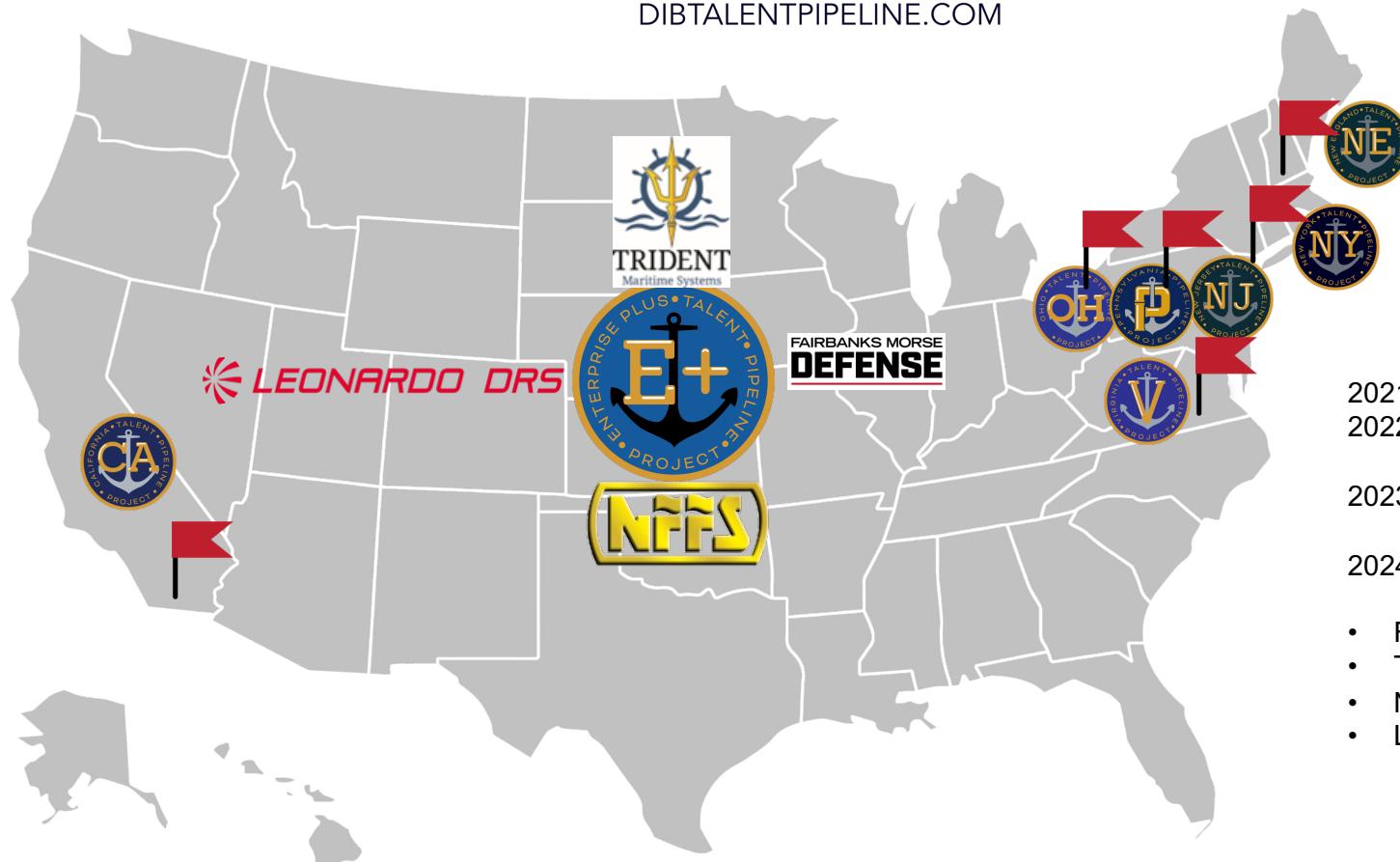
# 2024 Talent Pipeline Program

*"National Reach"*



DIBTALENTPIPELINE.COM

Regional  
Flags



## Regional Flags

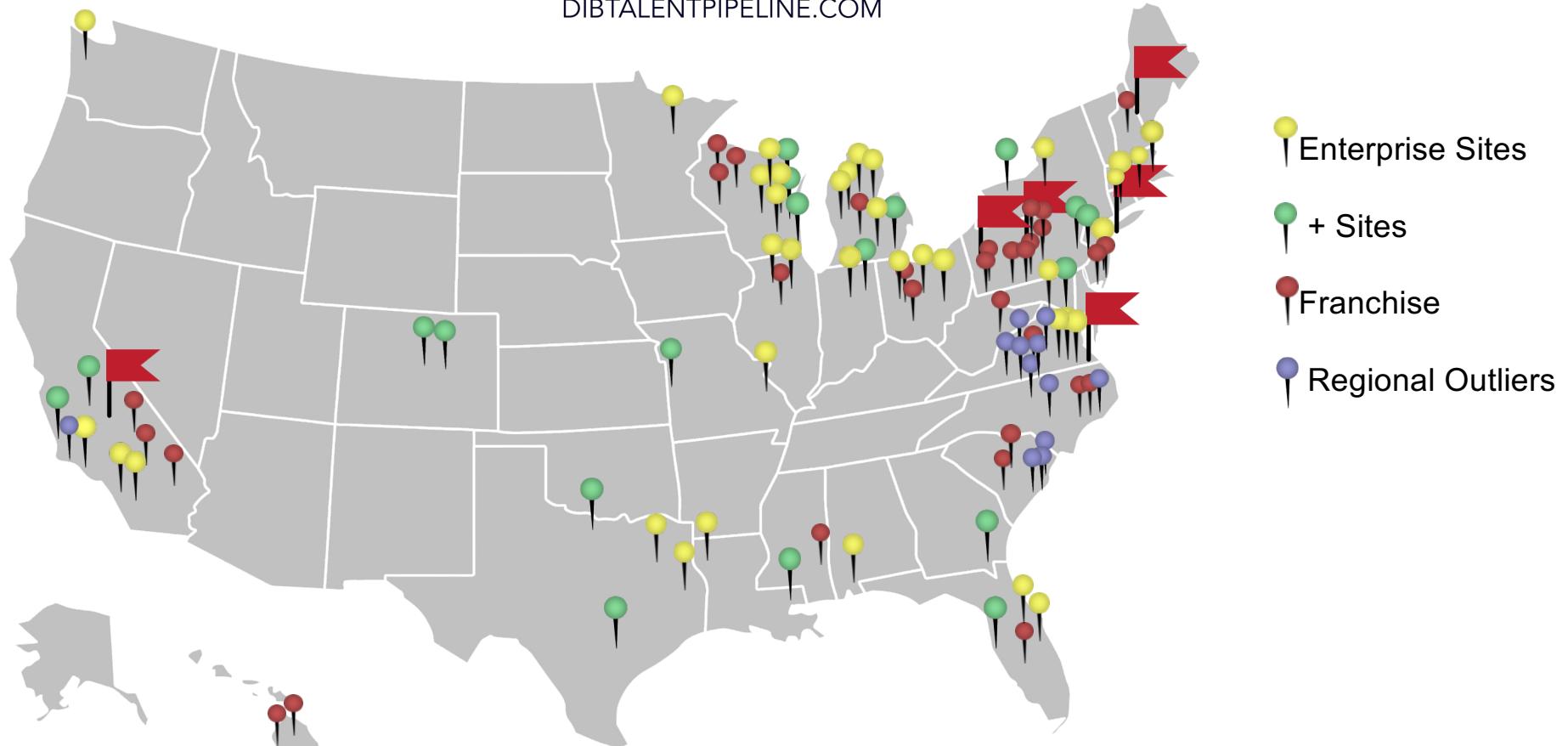
- 2021: Philadelphia
- 2022: Pittsburgh
- Hampton Roads
- 2023: Boston
- Long Island
- 2024: Southern California
- Enterprise+
- Fairbanks Morse Defense
- Trident Maritime Systems
- Non-Ferrous Foundry Society
- Leonardo DRS/NPS



## TPP National Coverage *(All Sites Combined as of October 01, 2024)*



DIBTALENTPIPELINE.COM





## 2024-2025 Major Events



Philadelphia Flag  
2021

Mr. Matt Sermon  
KO: 10 SEP 24  
MY: 16 JAN 25  
SD: 22 MAY 25



Pittsburgh Flag  
2022

RDML Doug Adams  
KO: 24 SEP 24  
MY: 21 JAN 25  
SD: 20 MAY 25



Hampton Roads Flag  
2022

Mr. Justin Meyer  
KO: 12 SEP 24  
MY: 14 JAN 25  
SD: 10 JUN 25\*



Boston Flag  
2023

Ms. Meganne Atkins  
KO: 26 SEPT 24  
MY: 23 JAN 25  
SD: 15 MAY 25



Long Island Flag  
2023

Ms. Stefanie Link  
KO: 2 OCT 24  
MY: 28 JAN 25  
SD: 6 MAY 25



Southern California  
2024



Enterprise +  
2024

RDML Todd Weeks  
DSRT: 26 APR 24  
KO: 8 OCT 24  
MY: 30 JAN 25  
SD: 5 JUNE 25

RADM Casey Moton  
Mr. Michael McClatchey  
KO: 14 NOV 24  
MY: 6 MAR 25  
SD: 27 JUN 25

DSRT: Demand Signal Round Table (Year 1 Only)

KO: Team Kick Off

MY: Mid-Year Networking and Team Update

SD: Signing Day

TPP 2025-2026 Kick Off Symposium and Network Coach Training:  
**31 MAR – 3 APR 2025**

National Signing Day: **27 JUN 2025 Washington, DC**



## Core Outcome Metric

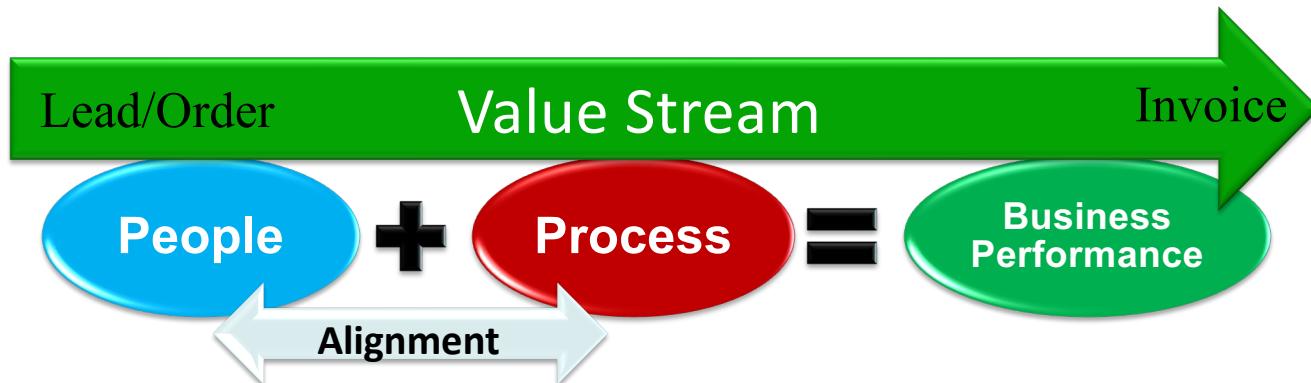
**# of EMPLOYERS with reliable year over year Talent Acquisition and Retention Pipelines**

**to RUN A BETTER BUSINESS**

**and increase defense industrial capacity.**



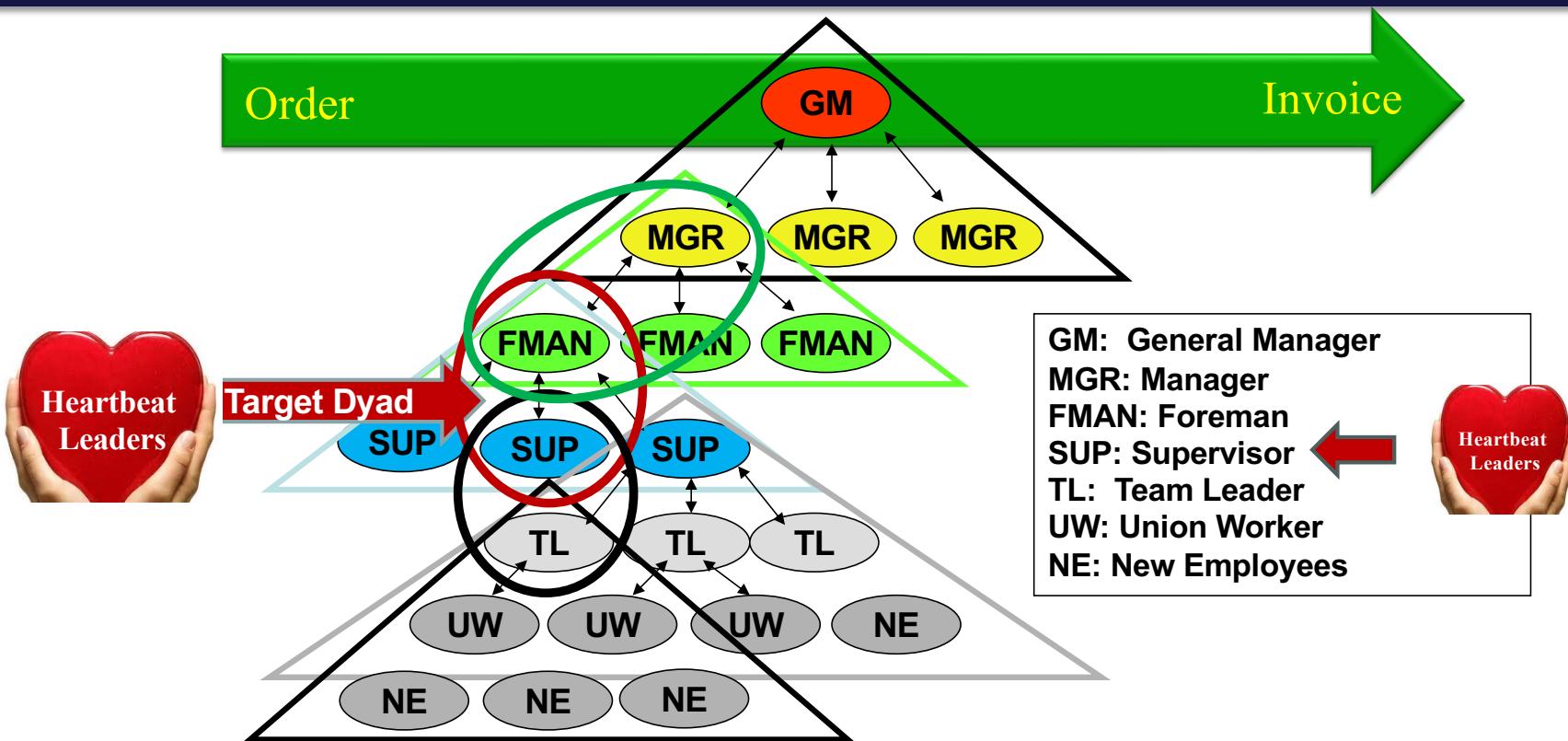
# Big Picture Thinking



Why is this so hard?



# Organizational Scheme





# Our Mission

Helps Leaders who WANT to lead;  
LEAD High Performance Teams!

**Give YOU the “Courage to Lead”**



## 2023 Actual / 2024 Plan / 2025 Forecast



**\$16.8 / \$13 / \$18 Million**  
(Total Revenue)

**\$5.8 / \$4 / \$5.8 Million**  
(Total Cost of Materials)

**\$5.5 / \$5 / \$5.8 Million**  
(Total Cost of Labor)



## High Performance Team “Dream Team” Hypothesis

If we align the organization and improve leader behaviors  
then we will increase  
team engagement and improve  
business performance.



## Alignment:

- 1. Every teammate understands what we do and how we make money. (Business 101)**

SD                    D                    A                    SA

- 2. We are an aligned, self-disciplining team from the Plant Management to the 1<sup>st</sup> Line Supervisors where we know our responsibilities and the responsibilities of our teammates. (Roles and Responsibilities)**

SD                    D                    A                    SA



## Leadership:

3. What percentage of your current leadership structure fall in the following categories  
(Current Leaders – Current Responsibility Performance Improvement)

High Performing (Consistent Best Leaders) \_\_\_\_%

Developmental (Moving in the Right Direction) \_\_\_\_%

Dysfunctional (Should not be in the position) \_\_\_\_%

4. We have a solid “Bench” of future leaders who are ready to step into leadership positions with minimal preparation and low risk to business performance? (Future Leader Identification, Training, and Development System)

SD

D

A

SA



## Team Engagement:

**5. The Engagement Distribution of our organization is: (Team Engagement Improvement System)**

Engaged (Go To Teammates) \_\_\_\_\_ %

Disengaged (Getting a paycheck) \_\_\_\_\_ %

Actively Disengaged (Doing positive harm) \_\_\_\_\_ %

**6. Our Talent Acquisition and Retention System process produces New Teammates who are delivered to their first supervisor ready to become Engaged?**

SD

D

A

SA



## Business Performance:

### (Return on Investment: Process or People)

7. Our Team knows the score and what they have to do everyday to Win

SD

D

A

SA

8. How good can you be? If you ran a perfect plant how much better could you be in terms of increased productivity and earnings?

\_\_\_\_\_ %



# XYZ Manufacturing

2022: W2s **179** Hires **73** Terms **83**

2023: W2s **136** Hires **31** Terms **49**

2024\*: Ave Monthly Headcount **140** Hires **29** Terms **38**

\*as of September 2024

**Analysis: 100 people paying for 140**



## 2023 Actual / 2024 Plan / 2025 Forecast



\$16.8 / \$13 / \$18 Million  
(Total Revenue)

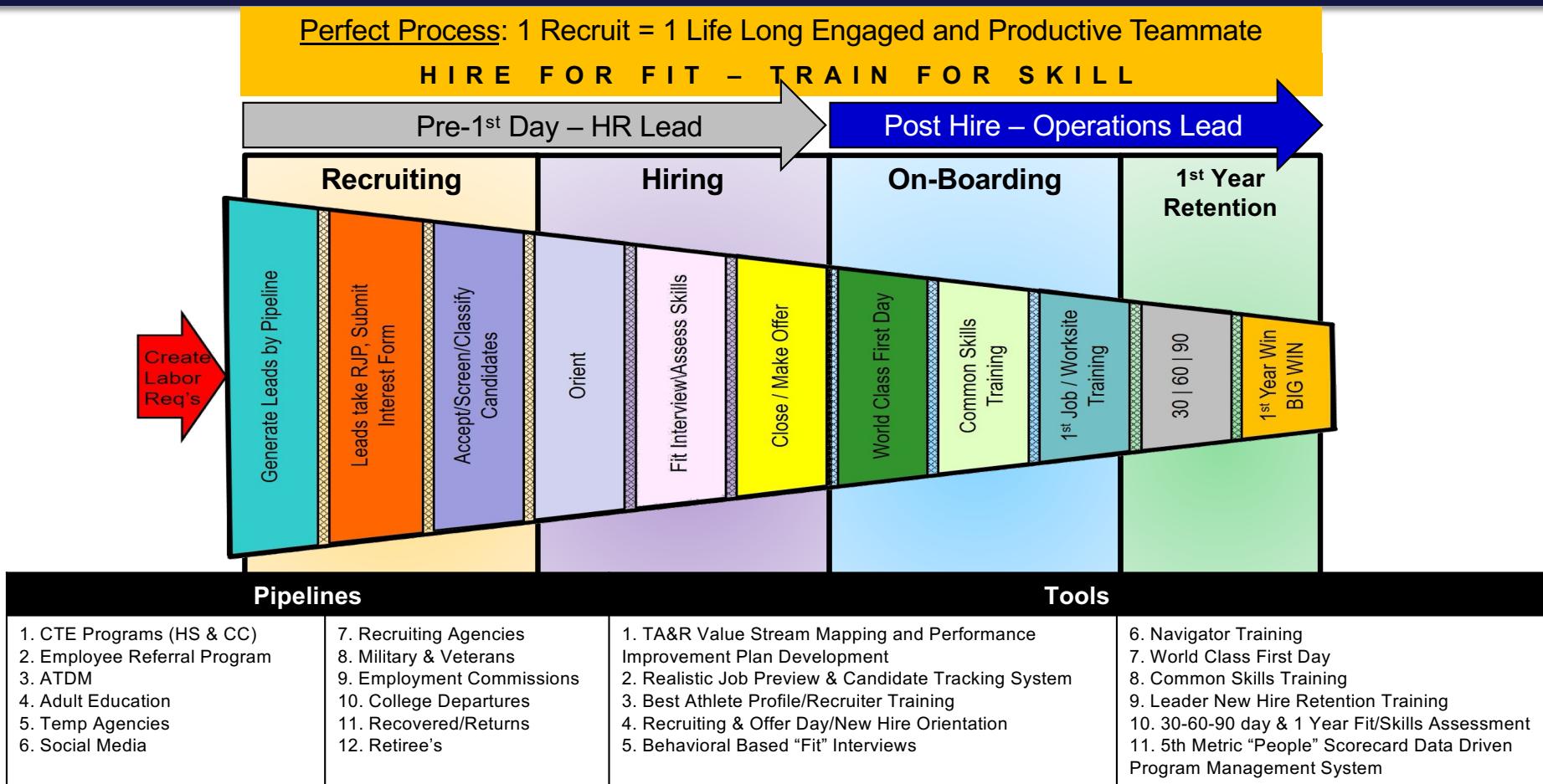
\$5.8 / \$4 / \$5.8 Million  
(Total Cost of Materials)

\$5.5 / \$5 / \$5.8 Million TARGET: ??  
(Total Cost of Labor)



## Best Practice Model

# Demand Driven Talent Acquisition & Retention (TA&R) System







# Why?

**CMC Jeff Hiscocks**  
**Team Submarine**



# Enterprise Employers

**Fairbanks Morse Defense**  
**Trident Maritime Systems**  
**Non-Ferrous Founder's Society**  
**Leonardo DRS Naval Power Systems**



# Enterprise Employer Qualifying Criteria



1. Do you have a Site/Plant/Facility performing in a Current Talent Pipeline Program FLAG?
2. Do you agree with and support the Talent Pipeline Program Enterprise Concept?
3. Will you retain Talent Pipeline Program model integrity throughout your Enterprise partnership?
4. Are you an Employer with multiple individual sites under 1,000 people?
5. Will you lead a Strategic Planning session to develop an internal TPP Roll Out Strategy across your business?
6. Will you allocate internal resources to execute the Roll Out strategy?
7. Will you designate an internal Project Manager (Flag Leader) as the TPP single point of contact?
8. Based upon the results of your Roll Out Strategy will your Senior Executive formally request TPP support from the Executive Director of PEO Strategic Submarines?
9. Will you participate in Talent Pipeline Program events to share and learn with others?
10. Will you provide the Talent Pipeline Program your Talent Acquisition & Retention performance data?

# Fairbanks Morse Defense Overview

Leading provider of high value equipment for naval defense customers

FAIRBANKS MORSE  
**DEFENSE**

## OEM

Manufacturing and distribution of:

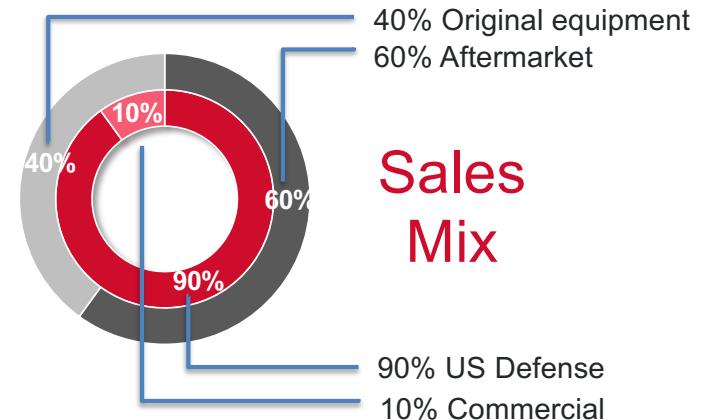
- Large, medium-speed diesel, gas and dual-fuel engines
- Ward Leonard motors and controls
- Hunt valves and actuators
- FEC advanced handling equipment such as weapons elevators, doors, hoists and deck machinery
- Welin Lambie davit systems
- Maxim Watermakers water treatment and purification systems
- Research Tool & Die Works and Samtan electrical systems hardware
- American Fan fans and blowers
- AMMCON Fittings & Components

## SOLUTIONS

Significant investment in developing upgrades for products to improve through life asset performance; this includes addressing obsolescence, performance, environmental efficiency and reliability

## AFTERMARKET

Extensive service network comprising of 6 key locations and 150+ field service technicians



## Sales Mix

### OUR FAMILY OF BRANDS

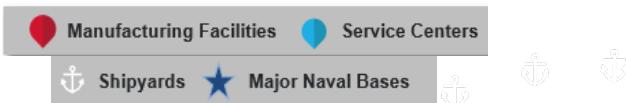


Welin Lambie



AMMCON

## STACKING THE DECKS



## FAIRBANKS MORSE **DEFENSE**

### Sites with Geographic TPP Flag Involvement (5 sites)

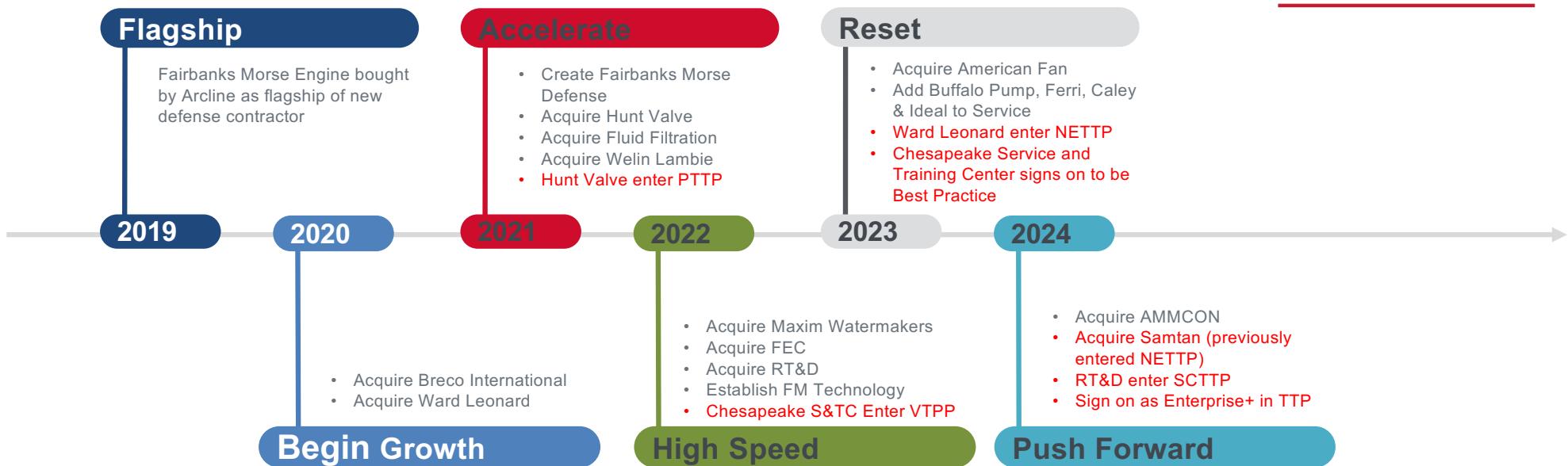
- Hunt Valve (Salem, OH)
  - Pittsburgh TPP
- Chesapeake Service Center (Chesapeake, VA)
  - Hampton Rhodes TPP
- Ward Leonard (Thomaston, CT)
  - New England TPP
- Samtan (Malden, MA)
  - New England TPP
- RT&D (Carson, CA)
  - Southern CA TPP

### Joining via Enterprise Employer (11 sites)

- Fairbanks Morse Engine (Beloit, WI)
- Fairbanks Morse Technology (Beloit, WI)
- Fairbanks Morse Aftermarket (San Diego, CA)
- Fairbanks Morse Aftermarket (Seattle, WA)
- Fairbanks Morse Aftermarket (Houston, TX)
- Fairbanks Morse Aftermarket (Jacksonville, FL)
- Fairbanks Morse Aftermarket (Canada)
- FEC (Cincinnati, OH)
- Maxim (Shreveport, LA)
- American Fan (Fairfield, OH)
- AMMCON (Green Cove Springs, FL)

# FMDs History with TTP

FAIRBANKS MORSE  
**DEFENSE**



## The “Why”

- Values Alignment
- Continuous Improvement
- Connection & Communication
- Supporting our Customer

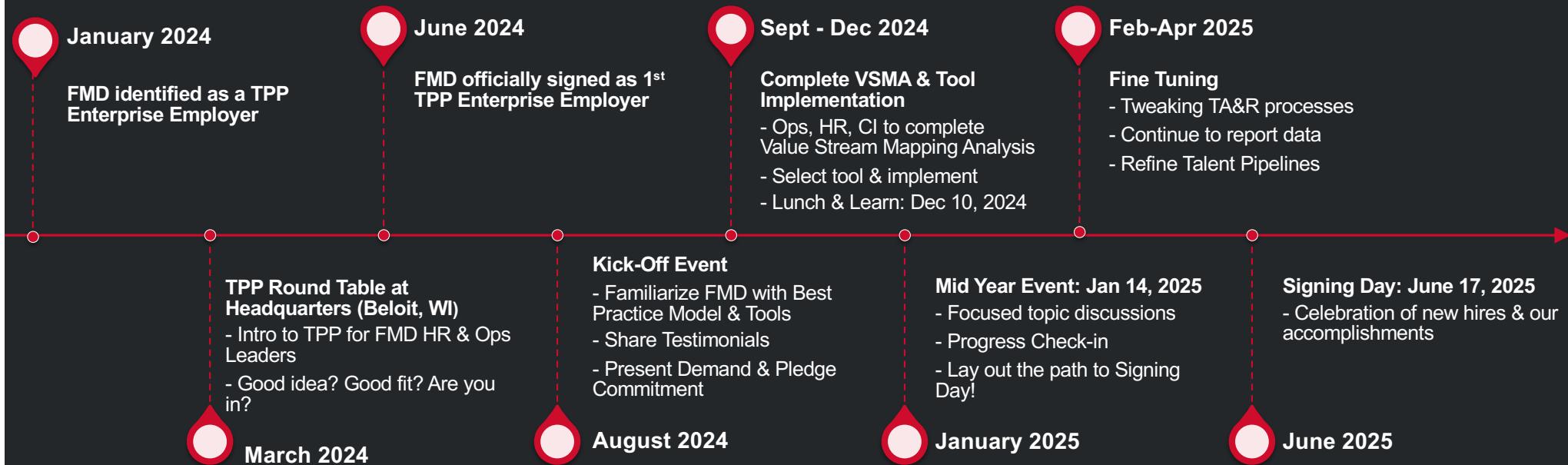
## FMD VSMA & Tool Selection Status – 16 sites

<b>Network:</b> Fairbanks Morse Components <b>Network Coach:</b> Taylor Powell		
<b>Business Unit</b>	<b>VSMA Status</b>	<b>Tool Selection</b>
Hunt Valve	Complete 9/5/24	Leader New Hire Retention Training
Ward Leonard	Complete 10/10/24	5 <sup>th</sup> Metric Score Card
RT&D	Complete 10/8/24	Leader New Hire Retention Training
AMMCON	Complete 10/23/24	Common Skills Training
Samtan	Complete 11/7/24	World Class First Day

<b>Network:</b> Fairbanks Morse Systems <b>Network Coach:</b> Darrell Betz		
<b>Business Unit</b>	<b>VSMA Status</b>	<b>Tool Selection</b>
American Fan	Complete 10/15/24	Reviewing Realistic Job Preview and World Class First Day
FEC	Complete 11/12/24	Reviewing Realistic Job Preview and World Class First Day
Maxim	Complete 11/12/24	Reviewing Realistic Job Preview and World Class First Day

<b>Business Unit</b>	<b>VSMA Status</b>	<b>Tool Selection</b>
Fairbanks Morse Engine (Beloit)	Complete 11/4/24	World Class First Day
Fairbanks Morse Technology (Beloit)	Complete 11/4/24	World Class First Day
Aftermarket Service Sites (San Diego, Seattle, Houston, Canada, Chesapeake, Jacksonville)	Complete 11/4/24	World Class First Day

# FMD TPP Schedule 2024-2025



**FMD Executive Support:** George Whittier, CEO, Tim Oswald, CHRO and Mike Clark, COO

**Flag Lead:** Taylor Powell, HR Director FMC

**Network Coaches:** JoAnn Shelby, Sr. HR Director FMA & Darrell Betz, HR Director FMS

**Enterprise Employer Sponsor:** RADM Casey Moton, PEO Carriers

**TPP Support:** Joe Barto, President - TMG, Inc.



**TRIDENT**  
Maritime Systems

US Navy Talent Pipeline Program  
Enterprise + Team kick-off

# Trident Maritime Systems- Who We Are

- Trident Maritime Systems is America's oldest & largest provider of turnkey Marine outfitting solutions. While designing & manufacturing heavy equipment for the maritime industries, we've become an industry-trusted resource. Each product is engineered & built to provide safe, reliable service that stands the test of time. If there's a military, cruise, or commercial project in a shipyard, there's a good chance Trident is working on it.

## Our Team

Executive: Joe Mullen

Executive Sponsor: Mark Waters

Flag Leader: Joe Trapp

Network Coach: Amber Bricco

Site Point of Contacts: Hampton Machine Shop- Becky Moran, Custom Alloy Corp- Sarah Brennan, San Diego- Hortensia Zatarain, Heavy Equipment Group- Amber Bricco, Turnbull- Diana Jones.

# Current Trident Enterprise Locations

## 1st to join TPP

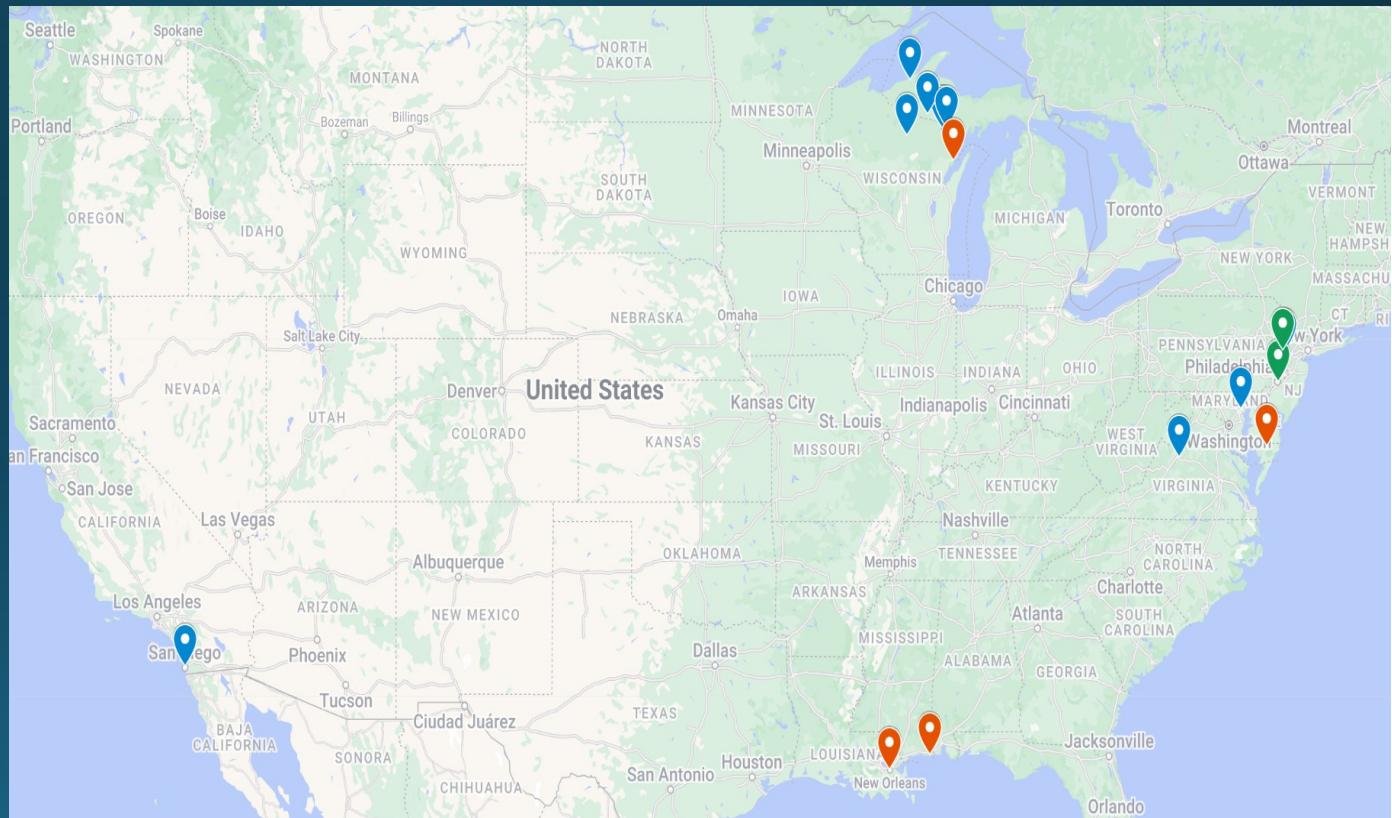
- Philadelphia
- Hampton

## Potential future expansions

- Marinette
- New Orleans
- Pascagoula
- Salisbury

## Expansions

- Rhinelander
- Kingsford
- Iron River
- Norway
- Ontonagon
- High Bridge
- Baltimore
- Fishersville
- San Diego

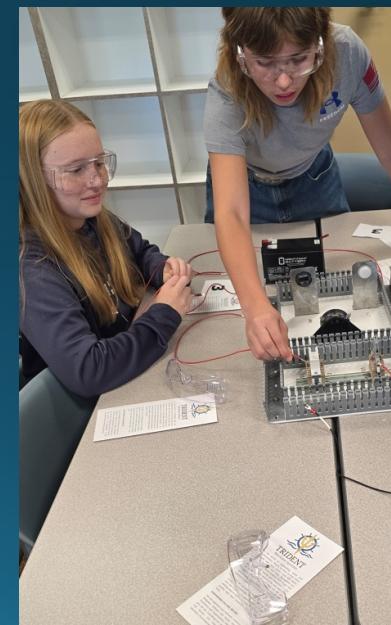
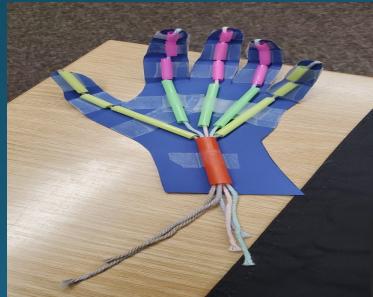


# Hiring/Exit data from past 60 days

- Heavy Equipment Group (HEG) Rhinelander, WI/ Kingsford, Iron River, Norway, and Ontonagon, MI
  - Hires: 12
  - 2 of which were hires from Career/job fair, 2 referrals, 1 returned employee, 7 from Social media
  - No exits
- Custom Alloy Corp (CAC)
  - Hires: 1
  - 1 hire from Career/job fair
  - 5 exits
- Hampton Machine Shop (HMS)
  - Hires: 2 hires
  - 1 hire from Career/job Fair, 1 referral
  - No exits
- Turnbull (Baltimore and Fishersville)
  - Hires: 4 from Social Media
  - 1 exit
- San Diego (NAASCO)
  - 7 hires from Social Media
  - 1 exit

# Student Tours & School Events

- In-house student tours and slideshows to share more about our maritime industry.
- PowerPoint presentations at local schools.
- Hands-on activities for the students.



# Employee Events

- Leadership Development Program~ a ten-month commitment for nominated staff to sharpen skills in leadership and support their professional growth.
- Employee appreciation picnics
- Annual golf outings
- Halloween costume contests
- Christmas parties



# Community Events



# Career & Job Fairs



# Trident's Networking Accomplishments

- Career/Job Fairs January 1<sup>st</sup>, 2024 to current: **35** events
- Forecasted/registered for in remainder of 2024: **10** events
- Partnering with ATDM (Accelerated Training in Defense Manufacturing) to support our projected headcount and the future workforce.
- Connecting with local school districts and Tech Schools to offer our participation in school events and opportunities.
- Other pipelines used: employee referrals, apprenticeships, job shadowing, online requisition postings, recovered/returning employee, and temp agencies.

## Trident Tool Selection Status – 9 sites

**Network:** Trident Maritime Systems

**Network Coach:** Amber Bricco

Business Unit	VSMA/Review Status	Tool Selection
Hampton Machine Shop	Completed 9/23/2024	VSMA Mapping and 30-60-90 Day Reviews
Custom Alloy	Completed 9/25/2024	VSMA Mapping and 30-60-90 Day Reviews
HEG Rhinelander	Completed 4/12/2024 (LDP TBD)	VSMA Mapping and 30-60-90 Day Reviews, LDP
HEG Kingsford	Completed 4/12/2024 (LDP TBD)	VSMA Mapping and 30-60-90 Day Reviews, LDP
HEG Norway	Completed 4/12/2024 (LDP TBD)	VSMA Mapping and 30-60-90 Day Reviews, LDP

**Network:** Trident Maritime Systems

**Network Coach:** Amber Bricco

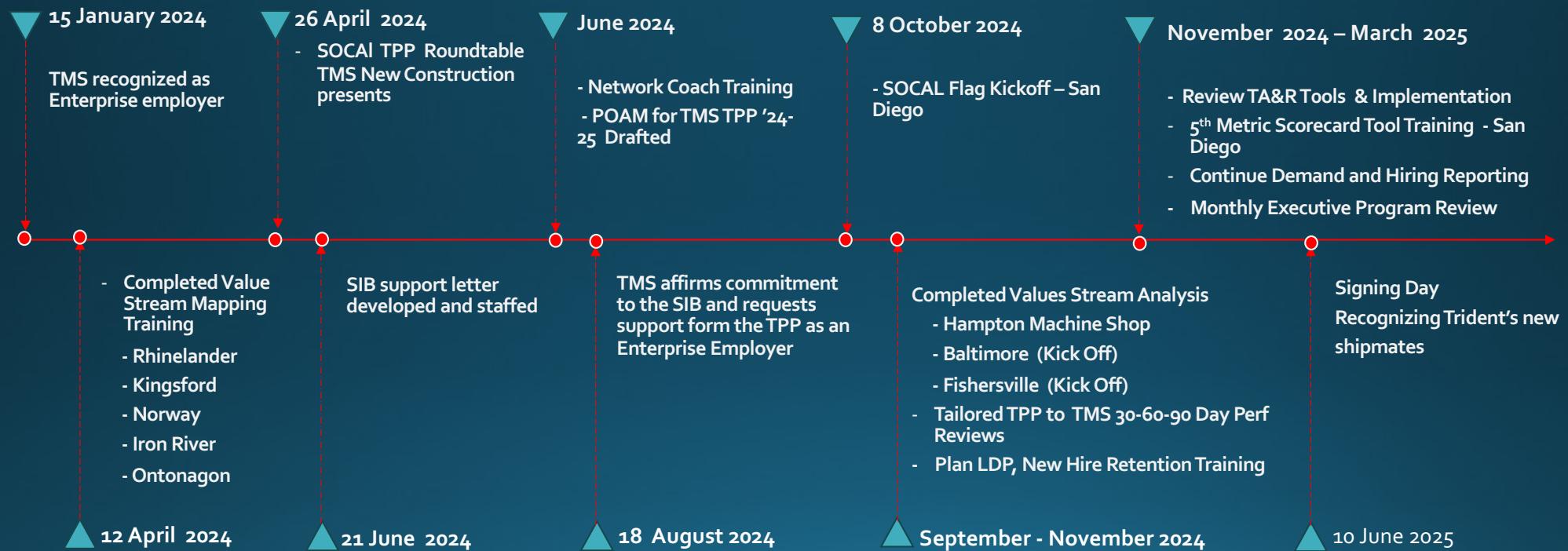
Business Unit	VSMA/Review Status	Tool Selection
HEG Iron River	Completed 4/12/2024 (LDP TBD)	VSMA Mapping and 30-60-90 Day Reviews, LDP
HEG Ontonagon	Completed 4/12/2024 (LDP TBD)	VSMA Mapping and 30-60-90 Day Reviews, LDP
Turnbull Fishersville	Completed 9/25/2024	VSMA Mapping and 30-60-90 Day Reviews
Turnbull Baltimore	Completed 9/25/2024	VSMA Mapping and 30-60-90 Day Reviews



# History with TPP

- Trident joined Virginia Flag in 2022
  - Starting with Hampton Machine Shop location. Followed by Custom Alloy Corp, San Diego, all Heavy Equipment Group locations, and our Turnbull locations.
- Our WHY: To solidify our commitment to the Navy by standardizing our best practices and implementing valued tools from the Talent Pipeline Program.
- Improvement opportunities- Our focus will be on employee retention.
- Tools we implemented in 2024: Value Stream Mapping and 30-60-90 day Performance Review.
- Tools we plan to implement in 2025/2026: Leader new hire retention training and Leadership Development Program.
  - Leadership Development Program- Trident's 7-10-month program with a new learning objective each month. This program helps develop bench strength in all areas of Trident. LDP is led by mentors, former LDP graduates, and fellow leaders with some areas of focus on employee engagement, time management, and effective communication.
- Support from the TPP requested and coordinated: Joe Barto's guidance and support with 5<sup>th</sup> Metric Scorecard Training on embedding our Leadership Development Program throughout Trident.

# Trident Maritime Systems TPP Schedule 2024-2025



**TMS Executive Support:** Tom Eccles, CEO, Joe Mullen, COO  
**Flag Sponsor:** Mark Waters, VP HR, TMS  
**Flag Lead:** Joe Trapp, Manager of Temp and Direct Labor, TMS  
**Network Coach:** Amber Bricco, Recruiter, Heavy Equipment Group, TMS



# Non-Ferrous Founders' Society Overview

- NFFS is a 501(c)6 trade association representing the nearly 600 nonferrous foundries located in the United States
- NFFS provides support, guidance and advocacy to the nonferrous foundry industry
- NFFS mission: Advancing the manufacturing, recycling and use of non-ferrous castings
- SIB/DIB supply chain support for castings and forgings to DoD
  - <http://icon.nffs.org>



# Why did NFFS join the Navy Talent Pipeline Program?



Industry is a significant contributor to SIB/DIB supply chains

Industry has had significant labor challenges affecting ability to meet Navy and DIB demand

Learn the TPP model to help educate our industry on how to professionalize their Talent Acquisition and Retention strategies

Identify best practices for foundries to help improve the process for other industry members

Identify best practices to assist other trade associations with deployment of TPP into their own industries

- Associations are the best option as a force multiplier for TPP deployment!



2024-2026

## Cohort Members

- **A&B Foundry LLC (Dallas, TX)**
- **Calumet Brass Foundry (Dolton, IL)**
- **Danko Arlington (Baltimore, MD)**
- **Harmony Castings (Harmony, PA)**
- **Jef Scot Metal Industries (Centerville, IA)**
- **Olson Aluminum Castings, Ltd (Rockford, IL)**
- **Southern Aluminum Foundry (Clinton, SC)**
- **TPI Arcade (Arcade, NY)**

- NFFS Flag Lead: Jerrod Weaver, Executive Director
- NFFS Network Coach: Bill Padnos, Director of Workforce Development
- TPP Support: Joe Barto, President - TMG, Inc.





## NFFS Cohort VSM&A Status & Tool Selection

Cohort Member	VSM&A Status	Tool Selection
A&B Foundry LLC	Completed 10/29	World Class 1 <sup>st</sup> Day
Calumet Brass Foundry	Completed 10/18	World Class 1 <sup>st</sup> Day
Danko Arlington	Completed 10/30	30/60/90
Harmony Castings	Completed 10/25	Realistic Job Preview
Jef Scot Metal Industries	Completed 10/28	World Class 1 <sup>st</sup> Day
Olson Aluminum Castings, Ltd.	Completed 10/29	30/60/90
Southern Aluminum Foundry	Completed 10/22	30/60/90
TPI Arcade	Completed 11/5	World Class 1 <sup>st</sup> Day



# NFFS TPP Schedule 2024-25



# Support needed from the TPP Program

Additional network coach training programs including best practices for TPP program elements

Funding for additional network coaches to increase deployment numbers and cadence to industry

TPP Program Marketing Materials and Resources

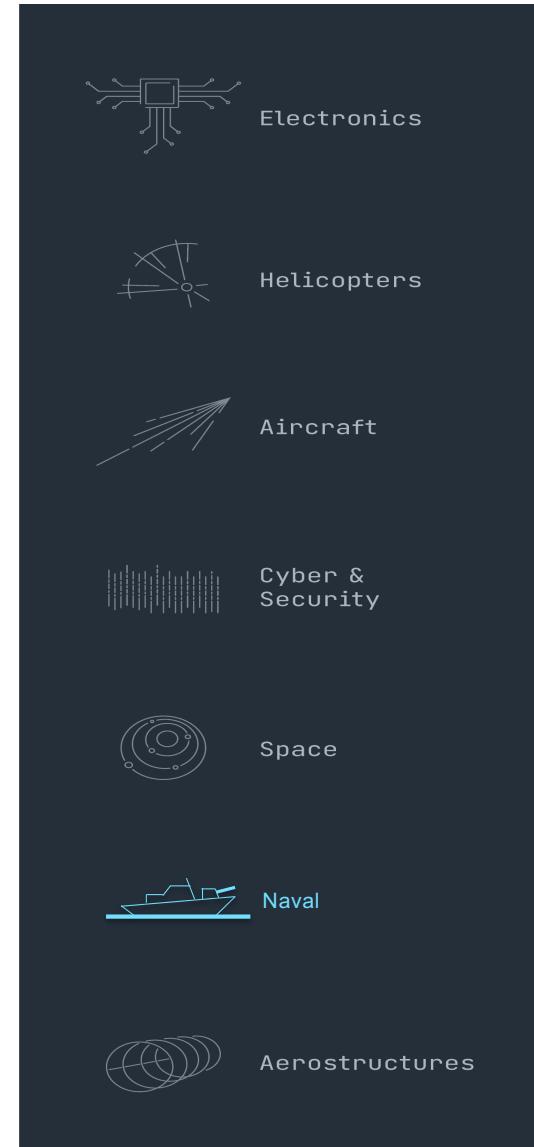
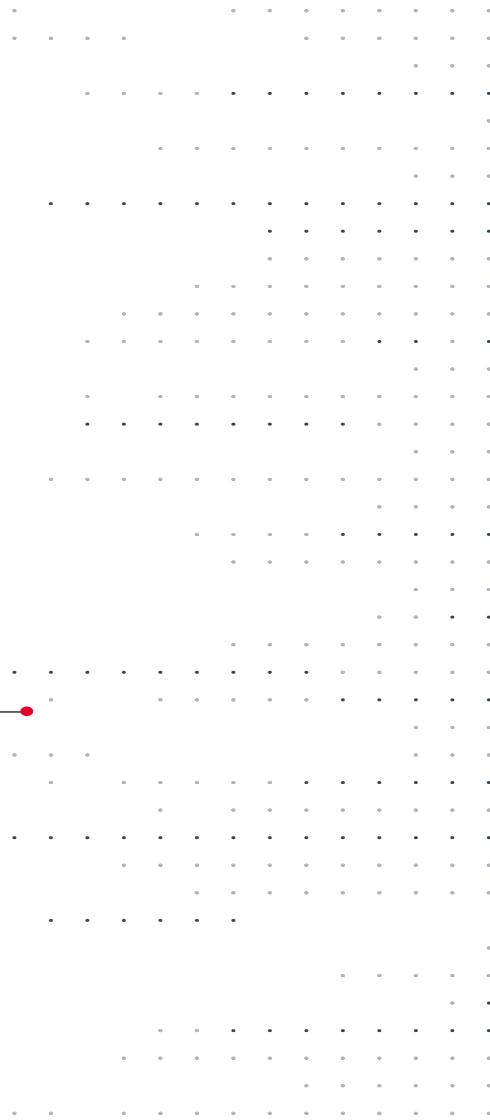
Enterprise+ Flag Networking Meetings





**Kathleen Ward**  
**Senior Director, Human Resources**  
**Naval Power Systems**

November 14, 2024



# Naval Power Systems



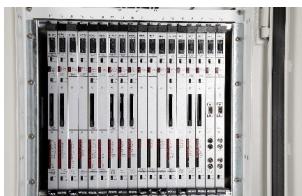
As a trusted provider of naval power and control technology we deliver quality, customer-focused products and support solutions for the U.S. Navy and our allies. Our products meet stringent specifications and have been proven to perform in harsh marine environments.

Our power and control solutions also include power plants, oil and gas drilling, and electric vehicles.



## Power Conversion, Control and Distribution

Power storage, power distribution and modular power solutions for ship and submarine platforms



## Naval Nuclear Instrumented Control Systems

Trusted provider of critical naval instrumentation and controls for nuclear submarines and carriers



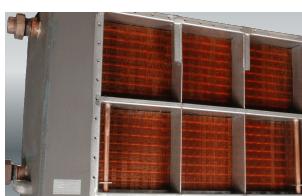
## Machines for Electric and Hybrid Electric Platforms

Motors, generators and drives for demanding applications from small pump motors to large ship propulsion motors



## Gas Turbine Packaging

A full-service equipment packager for major engine manufacturers for service in naval and ground power applications around the world

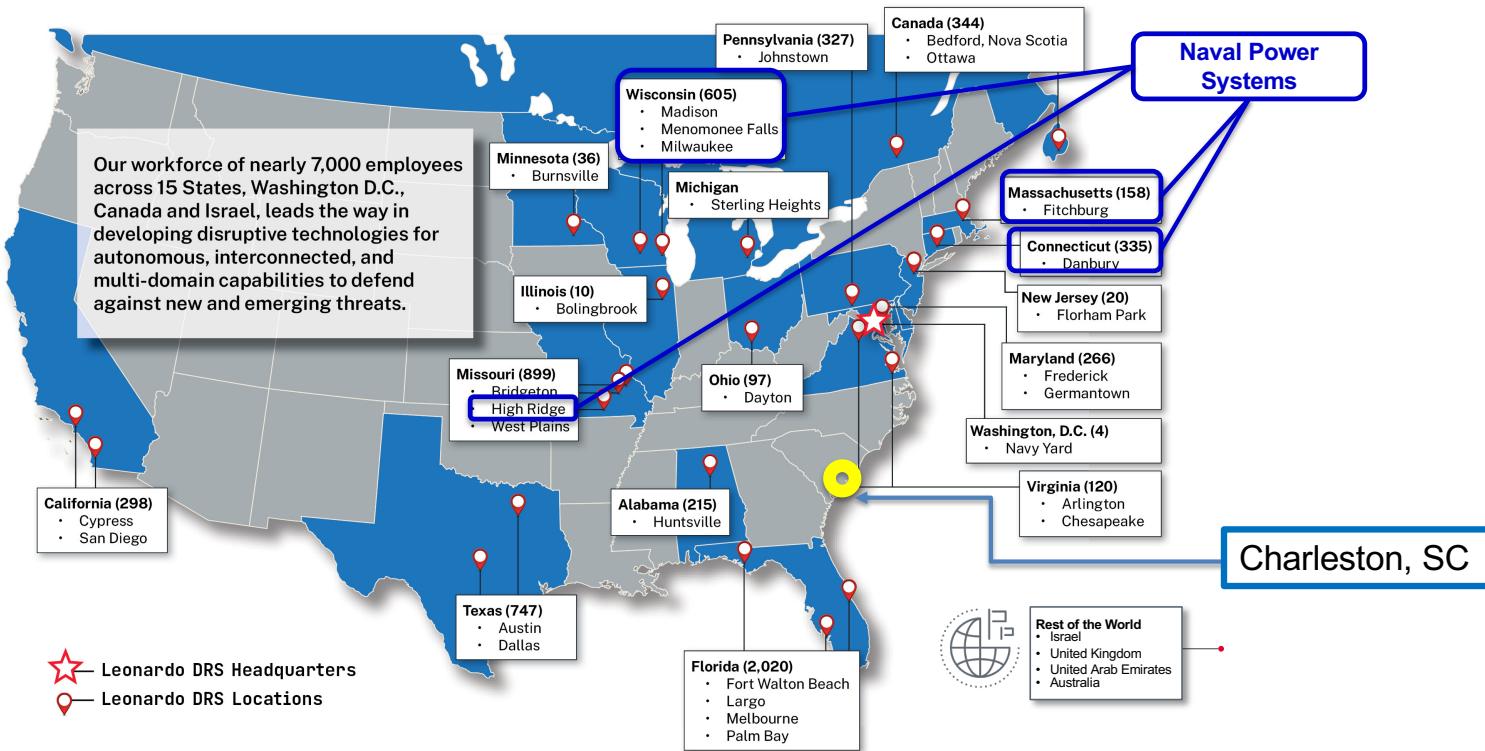


## HVAC and Refrigeration

One of the U.S. Navy's largest suppliers of shipboard heating / cooling coils, air handling units, product coolers and refrigeration plants



## LEONARDO DRS LOCATIONS





## NPS Talent Pipeline Program Timeline

### New England Flag

- Initial introduction from SIB contacts through our Business Development organization, January 15, 2023
- Introduction to the Talent Pipeline Program, February 20, 2023
- New England Talent Pipeline Program Boston Flag Kick-Off, April 26, 2023
- TA&R Value Stream Mapping, October 6, 2023
- Leadership New Hire Retention Training, March 19, 2024
- New England Talent Pipeline Project “National” Signing Day, May 30, 2024

### Enterprise + Flag

- Request participation in the Talent Pipeline Enterprise Plus Program, September 4, 2024
- NPS Enterprise Plus Commitment Letter approved, September 24, 2024
- 2024-2026 Enterprise Employer Pledge Form submitted October 14, 2024



## NPS Enterprise + Talent Pipeline Program Leadership



- **Executive Sponsor** – Jon Miller, NPS Vice President/General Manager
- **TPP Sponsor** – Kathleen Ward, NPS Senior Director Human Resources
- **Flag Lead Sponsor** – Lisa Trombetta, Machines LOB (Fitchburg, MA) Principal HR Generalist
- **Network Coach** – Mary Fritz, Machines LOB (Fitchburg, MA) Director Human Resources

NPS Location	Hiring Demand 2024-2025
Danbury, CT	29
Fitchburg, MA	9
High Ridge, MO	5
Menomonee Falls, WI	15
Charleston, SC	15
<b>Total:</b>	<b>65</b>



## NPS Enterprise + Talent Pipeline Program Focus in 2024 - 2026

### NPS Internal Tools Implementation

- Post HR Department/Operations On-Boarding 1<sup>st</sup> Day to 1<sup>st</sup> Year
- 30/60/90/1 year Fit & Skills Assessment



### TPP Support

- Leader New Hire Retention Training & 5th Metric People Scorecard Tools TPP to “Train the Trainer”
- Support New South Carolina Plant Recruiting, Hiring & Cultural Assimilation

### Best Practice Collaboration with other Enterprise + partners



## NPS Enterprise + Talent Pipeline Program Milestones in 2025-2026



**E+ Kick Off Meeting: November 14, 2024**

**NPS HR Team Kick-off: November 20, 2024**

**E+ Mid Year Networking Event: March 5, 2025**

**NPS Mid-Year Review: TBD April 2025**

**NPS Signing Day, May 20, 2025**

**E+ National Signing Day: June 27, 2025**

### 2025-2027

**NPS Kick-Off: September 22, 2025**





# Future Enterprise Employers

**Fincantieri US  
Curtiss – Wright**



# Team Building Break





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# + Employers



## Employer Qualifying Criteria

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1. Do you agree with and support the Talent Pipeline Program Mission?
2. Are you a Small or Medium Sized Employer under 1,000 people?
3. Do you have a Hiring Demand 12-24 months into the future?
4. Are Entry Level New Hires part of your Talent Acquisition and Retention Pipeline Strategy?
5. Do you offer Full Time Employment with benefits?
6. Do you accept responsibility to ensure the New Hires are productive and trained to meet your specific job requirements?
7. Will you be trained in the Talent Acquisition and Retention on the Best Practice Model?
8. Are you willing to substantively and actively change your internal Talent Acquisition and Retention system if it is not producing the outcome you require?
9. Will you participate in local Network sessions to share and learn with others?
10. Will you provide the Talent Pipeline Program your Talent Acquisition & Retention performance data?

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# Lehigh Heavy Forge

November 14<sup>th</sup>, 2024



# Lehigh Heavy Forge



**Executive Sponsor: Michael J. Druckenmiller – Vice President**

**POC: Katie Sanders**

**Address: 275 Emery Street Bethlehem, PA 18015**

**Total Headcount: 185**

## **Hiring Demand: (15)**

• Machinists/Operators	9
• Maintenance	1
• Supervisors	2
• Metallurgists	2
• Sales Manager (Rolls)	1

## **Current Pipelines:**

- LCTI/LCCC
- BAVTS
- Northampton CC
- WTTI
- Online Recruiting
- Head Hunters
- Social Media
- Internship Program
- Millersville U Forging Club
- Skill Bridge
- ATDM
- Employee Referrals

## **Tool/Assistance Requested:**

- World Class 1<sup>st</sup> Day
- Leader New Hire Retention
- Supervisor Training
- 30/60/90 Assessment Program
- Value Stream Mapping
- 5<sup>th</sup> Metric Scorecard



# Everson Tesla

November 14<sup>th</sup>, 2024





## Everson Tesla

**Executive Sponsor: Greg Naumovich**

**POC: Jamie Kelly**

**Address:** 614 Gremar Rd, Nazareth, PA 18064

### **Hiring Demand: (5)**

- Assembler/Operators

5

### **Current Pipelines:**

- Online Recruiting
- Social Media
- Employee Referrals

### **Tool/Assistance Requested:**

- 30/60/90 Assessment Program
- Value Stream Mapping



# Buffalo Pumps

November 14, 2024



# Buffalo Pumps



**Executive Sponsor: Bruce Warner**

**POC: Chris Colan**

**Address: 874 Oliver St. North Tonawanda, NY 14120**

**Total Headcount: 90**

## **Hiring Demand: (Total Number)**

- CNC Machinist 1+
- Manual Machinist 1+
- Quality Inspector 1+

## **Current Pipelines:**

- Indeed/Job Boards
- Internal Referrals
- Local Channels (Vocational programs, community colleges etc.)

## **Tool/Assistance Requested:**

- Could use work on retention going into the future



# Strohwig

November 14, 2024

**STROHWIG**

# Strohwig

**STROHWIG**

**Executive Sponsor: Christian Musbach, Chief Operating Officer**

**POC: Christian Musbach**

**Address: 3285 Industrial Road, Richfield, Wisconsin 53076**

**Total Headcount: 139**

**Hiring Demand: (23)**

- CNC Machinists - 2<sup>nd</sup> Shift – 12
- CNC Programmers – 5
- Process Engineers – 2
- Quality Engineers – 2

**Current Pipelines:**

- High schools
- Technical colleges
- Employee referrals
- Indeed.com
- BuildSubmarines.com

**Tool/Assistance Requested:**

- 30-60-90 Day



# Cogitic Corporation

November 14, 2024

**COGITIC** >

# Cogitic Corporation

**COGITIC >**

**Executive Sponsor: Jared Veteto, President**

**POC: Same**

**Address: 1140 Garden of the Gods Road, Colorado Springs, CO 80907**

**Total Headcount: 26**

## **Hiring Demand: (15)**

- Mission Assurance Manager (PMO) – 1
- QA lead – 1
- CNC Machinist – 3
- CNC Programmer – 1
- CAM and Application Engineer – 1
- Project Engineer – 1
- AM Technician – 1
- Welding Program Lead – 1
- NDT Technician – 1
- Office Administrator – 1
- Controller – 1
- Contract Compliance Assistant – 1
- QA Inspector - 1

## **Current Pipelines:**

- Buildsubs.com
- Indeed
- LinkedIn
- Headhunters (4-6 contracts in place)
- Workrocket
- Internal employee referrals (w/ \$5,000 total reward)

## **Tool/Assistance Requested:**

- Funding for a full time internal recruiter



# SURVICE Engineering

November 14<sup>th</sup>, 2024



# Everson Tesla



**Executive Sponsor: Christopher Cosgrove**

**POC: Christopher Cosgrove**

**Address:** 2954 Harrogate Way, Abingdon MD 21017

## Hiring Demand: (5)

- Engineer Assistants

2

## Current Pipelines:

- Online Recruiting
- Social Media
- Employee Referrals

## Tool/Assistance Requested:

- WCFD
- Value Stream Mapping



# Jered, A PaR Systems Company

November 14, 2024



# Jered, A PaR Systems Company



**Executive Sponsor: Rich Partenio, President**

**POC: Megan Harton, HRBP**

**Address: 3000 Sidney Lanier Dr, Brunswick, GA, 31525**

**Total Headcount: 211**

## **Hiring Demand: (4)**

- 1- Shipping Clerk
- 1- Warehouse Associate
- 1- Process Engineer
- 1- Quality Inspector

## **Current Pipelines:**

- Indeed
- University Career Fairs
- Referrals

## **Tool/Assistance Requested:**

- Will need a pipeline for Mil-spec welders

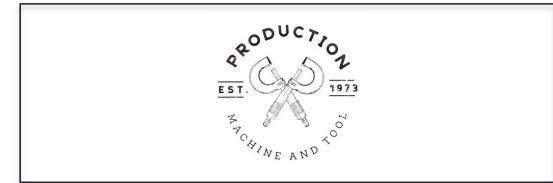


# Production Machine & Tool

November 14, 2024



# Production Machine & Tool



**Executive Sponsor: Mark McMullen, President**

**POC: Ronnie Thomas, Plant Manager**

**Address: 2450 Burk Burnett Road, Wichita Falls, TX 76306**

**Total Headcount: 51**

## Hiring Demand: (1)

- Class A Machinist - 1

## Current Pipelines:

- BuildSubmarines.com
- ADTM
- Vernon College – CNC machining program
- Mystaf – staffing agency
- Midwestern State University – Manufacturing Engineering Technology program
- North Central Texas College – CNC machining program
- WFISD Career Education Center – STEM, Welding, and Engineering programs

## Tool/Assistance Requested:

- Leadership and talent retention training – in process



# Intercon

November 14<sup>th</sup>, 2024





# Intercon

**Executive Sponsor: Mike McCoy**

**POC: Tanya Tate**

**Address:** PO Box 9055 Riverside, MO 64168

**Hiring Demand: (11)**

- 4 Welders
- 2 CNC Machinist
- 4 Fabricators/Fitters
- 1 Quality Inspector

**Current Pipelines:**

- Online Recruiting
- Social Media
- Employee Referrals

**Tool/Assistance Requested:**

- Leader Retention Training
- 5<sup>th</sup> Metric Scorecard
- Value Stream Mapping



# Permac Industries

November 14<sup>th</sup>, 2024



*Precision Machined Products*

# Permac Industries



**Executive Sponsor: Scott Ford**

**POC: Scott Ford**

**Address:** 14401 Ewing Avenue South, Burnsville, Minnesota 55306

**Hiring Demand: (4)**

- 4 CNC Machinist

**Current Pipelines:**

- Online Recruiting
- Employee Referrals

**Tool/Assistance Requested:**

- 30/60/90 Day Performance Plan
- Value Stream Mapping



# Textron Systems

November 14, 2024

**TEXTRON** Systems

► PUSHING PAST POSSIBLE

# Textron Systems



**Executive Sponsor: Ryan Schaffernocker, Senior Vice President Marine Systems**

**POC: Austin Hanger**

**Address: 19401 Chef Menteur Hwy New Orleans LA 70129**

**Total Headcount: 782**

## **Hiring Demand: (Total Number)**

- Aluminum Welders - 10

## **Current Pipelines:**

- Technical Schools
- Louisiana Workforce Commission
- Employee Referrals
- Veteran Outreach
- Recruiting Agencies

## **Tool/Assistance Requested:**

- Realistic Job Preview & Candidate Tracking System
- Leader New Hire Retention Training
- 30-60-90 day & 1 year Fit/Skills Assessment



# Barber-Nichols

November 14<sup>th</sup>, 2024

*Barber*  *Nichols*

The logo symbol is a purple circle containing a stylized white flower or shutter-like design with five petals or blades.

## Barber-Nichols



**Executive Sponsor: Matt Malone**

**POC: Rachel Jaakkola**

**Address:** 6350 W 56th Ave, Arvada, CO 80002

**Hiring Demand: (2)**

- 1 CNC Machinist
- 1 NDT Level 2

**Current Pipelines:**

- Online Recruiting
- Employee Referrals

**Tool/Assistance Requested:**

- Value Stream Mapping



# TotalTek Inc

November 14, 2024



# TotalTek Inc.



**Executive Sponsor: Brock Bauer, CEO**

**POC: Gavin Tice**

**Address: 221 W. College Ave Floor 2, Appleton WI 54911**

**Total Headcount: 135**

**Hiring Demand: (10)**

- Pipe Designers- 4
- HVAC Designers-3
- Structural Designers-3

**Current Pipelines:**

- Indeed
- BuildSubmarines.com
- Facebook

**Tool/Assistance Requested:**

- World Class First Day
- Navigator Training
- 5<sup>th</sup> Metric



# Rantec Power Systems

November 14<sup>th</sup>, 2024

**RANTEC**  
EXCELLENCE BY DESIGN®

# Rantec Power Systems



**Executive Sponsor: Matt Malone**

**POC: Rachel Jaakkola**

**Address: 1173 Los Olivos Ave, Los Osos, CA 93402**

**Hiring Demand: (2)**

- 1 CAD Designer
- 1 Engineer

**Current Pipelines:**

- Online Recruiting
- Employee Referrals

**Tool/Assistance Requested:**

- Value Stream Mapping



# Caldwell Corporation

November 14, 2024



# Caldwell Corporation



**Executive Sponsor: Joe Caldwell, General Manager**

**POC: Joe Caldwell**

**Address: 116 W 2<sup>nd</sup> St. Emporium, PA 15834**

**Total Headcount: 23**

## **Hiring Demand: (5)**

- CNC Programmer (1)
- CNC Operator (1)
- Part Inspector (1)
- Shipping/Receiving Manager (1)
- Assembler (1)

## **Current Pipelines:**

- Website
- Social Media
- Word-of-Mouth

## **Tool/Assistance Requested:**

- In Process



# Micro-Tronics, Inc.

November 14, 2024



# Micro-Tronics



**Executive Sponsor: Johnny Marusiak, Co-CEO**

**POC: Beth Suchocki**

**Address: 2905 S Potter Drive, Tempe, AZ 85282**

**Total Headcount: 112**

## **Hiring Demand: (8)**

- Elastomer Supervisor
- Planner
- Maintenance Tech 4
- EDM Machinists x 2
- CNC Machinist II- 2<sup>nd</sup> shift x 2
- QC Inspector

## **Current Pipelines:**

- Indeed
- ZipRecruiter
- LinkedIn
- BuildSubmarines.com
- Skill up Arizona

## **Tool/Assistance Requested:**

- Realistic Job Previews



# Fincantieri Marinette Marine

November 14, 2024

**FINCANTIERI**  
MARINETTE MARINE

# Fincantieri Marinette Marine



**Executive Sponsor:** Mark Vandroff, CEO

**POC:** Amy Hofer, Director of HR

**Address:** 1600 Ely Street, Marinette, WI 54143

**Total Headcount:** 1442

## Hiring Demand: (300)

- Electrician – 50
- Outfitter – 20
- Painter - 30
- Pipefitter – 40
- Shipfitter – 50
- Welder – 110

## Current Pipelines:

- CTE Programs (HS & CC)
- Employee Referral Program
- ATDM
- Adult Education
- Temp Agencies
- Social Media
- Recruiting Agencies
- Military & Veterans
- Employment Commissions
- College Departures
- Recovered/Returns
- Retirees

## Tool/Assistance Requested:

- TA&R Value Stream Mapping and Performance Improvement Plan Development
- Recruiting Training
- Behavioral Based “Fit” Interviews
- World Class First Day
- Common Skills Training
- Leader New Hire Retention Training
- 30-60-90 day & 1 Year Fit/Skills Assessment
- 5<sup>th</sup> Metric “People” Scorecard



# Westland Technologies

November 14<sup>th</sup>, 2024



# Westland Technologies



**Executive Ben Banta**

**POC: Tess Cormier**

**Address:** 107 S. Riverside Dr, Modesto, CA, 95354

**Hiring Demand: (4)**

- 2 Quality Technicians
- 2 Operatives

**Current Pipelines:**

- Employee referral
- Indeed
- Linkedin

**Tool/Assistance Requested:**

- Value Stream Mapping



# Valve Research

November 14<sup>th</sup>, 2024



# Valve Research



**Executive: Tim Ambrosio**

**POC: Tim Ambrosio**

**Address:** 1215 W Newport Center Dr., Deerfield Beach, FL 33442

**Hiring Demand: (1)**

- 1 Machinists

**Current Pipelines:**

- Indeed, ZipRecruiter, Glassdoor, LinkedIn, (online job boards)
- Internal referral program
- Some college/university connections (Broward College, ATC, etc.)

**Tool/Assistance Requested:**

- Value Stream Mapping





# **RADM Casey Moton**

# **Mr. Mike McClatchey**

**CMC Jeff Hiscocks**  
**Team Submarine**



# **Request Permission to Proceed to Next Milestone**

**6 MAR 2025**

## **Mid-Year Team Building and Sharing Session**

**Washington Press Club  
Washington, DC**



## TPP Mid-Year Team Meetings & Networking

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**Goal: Enterprise+ TEAM Celebrate, Encourage, Recognize, and Share**

**Emotion: “WE are bigger and better as a TEAM helping each other.”**



## Agenda Mid-Year March 6<sup>th</sup>

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**1300 Welcome, Talent Pipeline Program Update, Recognize 2025-2027 Employer Partners**

**1330 Breakout Sessions (A Real Good Story to Tell!)**

**1430 Networking Break**

**1500 Best Practice Model Employer (Panel Discussion)**

**1600 Breakout Session Debriefs (The Best Stories to Tell!)**

**1650 Wrap-up And Path Forward (The Road to Signing Day 27 JUN 2025)**

**1700 Networking Social (Teammates of the Day)**

**1900 Adjourn**



## Mid Year Planning POA&M

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**6 FEB 25:** RSVPs Due

**20 FEB 25:** Employer Good Stories Submitted to Network Coaches

**27 FEB 25:** Networking Groups Published

**6 MAR 25:** Execute

**20 MAR 25:** Results Published



## **Who are our Heartbeat Leaders? Network Coaches/Supervisors**



**Which Leader is Responsible for their, selection,  
training, development and performance?  
Flag Leads/Managers**



Is this Heartbeat Leader leading a high-performance team?



Is this Heartbeat Leader leading a high-performance team?



TRUST



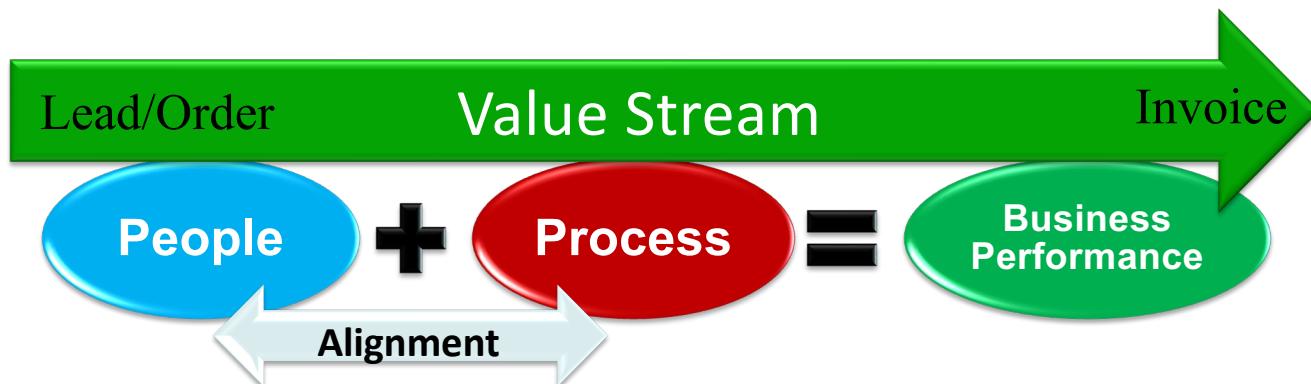
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The greatest form of **respect** we can give our **PEOPLE** is a Heartbeat Leader who...

1. Wants to Lead
2. Demands to be held Accountable
3. Is Engaged
4. Knows what Right Looks Like
5. Has a Leader who will help them become a High Performing Leader
6. Plays to Win Everyday!



# Big Picture Thinking



Why is this so hard?

Counter-Measure: Leadership



**We help Leaders who WANT to Lead;  
Lead a High-Performance Team...**

***We Give You the Courage to Lead***

**We are a Program of YES!**

**If you want help and are willing to do something different in  
your Talent Acquisition and Retention System to improve  
your production capacity for the Navy!**



---

**WE are on a Mission!**

**1 Employer Relationship**

**1 Job**

**1 Lifelong, Productive,  
Engaged Teammate at a Time**



# The Bar is Open

## Teammate of the Day Recognitions